



Providing attractive compensation packages and finding and retaining talented employees in a globally competitive environment can be a challenge for today's organisations. Offering valued benefits and retirement savings plans is, therefore, increasingly important. International Pension Plans can play an essential role in a sound human resources strategy, promoting your organisation's growth and continued success.

### **BUTTERFIELD CORPORATE TRUST SERVICES**

A pioneer in the design and administration of innovative trust structures—in the business since 1936—Butterfield can help you establish a pension trust or other employee benefits plan to suit the specific needs of your organisation. We'll take the time to understand your priorities and make recommendations on specific trust arrangements and structures that meet your needs.

### **FIDUCIARY SERVICES AND GOVERNANCE**

At Butterfield, we pride ourselves on being among the most professional, experienced administrators in international trust services. We adhere to the strongest fiduciary principles and will operate your trust according to best practice developed over 70 years in the business.

Our services include:

- Programme design, coordination and set up of trusts
- Reviewing execution and implementation of the trust deed and plan rules
- Liaising with lawyers, investment managers, custodians and auditors as required
- Reporting for tax purposes

- Monitoring the trust to ensure ongoing compliance with local regulations
- Assessing the performance of the administrator, custodian and investment manager
- Discussing and advising on issues regarding your company, the Plan Committee or its designates as they arise
- Documenting all decisions in accordance with trust best practice

### **PROTECTING ASSETS**

Separating and protecting pension plan assets from those of a company is an attractive feature for current and prospective employees. Using a trust structure for your employee pension plan is an effective way of protecting assets. Because the trustee holds the assets for the beneficiaries of the pension plan, assets that employees are entitled to are kept off the employer's balance sheet, protecting the plan assets from a company's creditors in the event of insolvency. The trust document similarly holds the trust assets apart from the assets of the trustee, Butterfield Trust (Bermuda) Limited.

### **INVESTMENT MANAGEMENT**

We work with a variety of investment managers who have proven track records managing assets held in trust. These specialists can make recommendations on selecting the right manager for your trust's needs. Our duty as a trustee is always to the beneficiaries of the trust.



# Butterfield

## PENSION TRUST OPERATION

Butterfield acts as trustee for a variety of employee benefit trust structures. These plans not only include international pension plans but also employee share ownership plans, stock options trusts, executive pension plans and other forms of deferred compensation plans. As trustee, we perform the following services for pension trusts, as required, on a daily, monthly or annual basis:

- Ensuring that monthly contributions are made on a timely basis
- Member termination processing
- In the case of international pension trusts, appointment and monitoring of an investment manager and record keeper (as required) to ensure the plan is operating in accordance with the trust deed and plan rules
- Regular investment performance reviews
- Annual trust reviews
- Liaising with all parties relating to servicing the plan as and when required

## HOW CAN WE HELP YOU

Butterfield Trust (Bermuda) Limited is part of the Butterfield group, an international company with a 150-year history of helping our customers realise their financial goals. With offices in key financial centres in nine countries, we can establish trusts in a number of jurisdictions and provide access to a comprehensive range of investment products and banking and administration services, and we do it with a highly personal touch.

Establishing a trust can be a complicated process, but Butterfield's experienced team of professionals will make things seamless and straightforward. The first step is the simplest—a conversation. Talk to us today about how we can help your organisation become a recognised employer of choice.

### Contact Information

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